

SCIENTISTS

(Applies to T42, T5, T38, SBRS, SES, ST/SL)

*** Does not include any Special Expert actions**

DEFINITIONS:

Total Compensation (TC) is the total of:

- Annual Rate of Base Salary
- Locality Pay
- Recruitment Bonus, Retention & Relocation Allowances (T5, SES, ST/SL, SBRS)
- Recruitment, Retention Incentives (T42)
- Physician's Comparability Allowance (PCA)
- Physician's Special Pay (PSP); (T38)-Scarce Medical Specialty, Executive Responsibility, Exceptional Qualifications, Full-time Pay, Length of Service Pay, Board Certification Pay, Geographic Location
- Salary Increases Based on Performance (T42, SBRS)
- Performance Bonuses (T42, SBRS)
- Rank Awards (SES)
- Performance Awards (SES)
- Quality Step Increases (QSI); (T5)
- Cash Awards (T5, T42, SES, ST/SL, SBRS)

Non-Discretionary Pays:

- Comparability Increases (T5, T42, SES, ST/SL, SBRS)
- Within-Grade Increases (T5)
- PSP Non-Discretionary Pays (T38)

Discretionary Pays:

- Quality Step Increases (T5)
- Cash Awards (T5, T42, SES, ST/SL, SBRS)
- Recruitment Bonus, Retention & Relocation Allowances (T5, SES, ST/SL, SBRS)
- Recruitment and Retention Incentives (T42)
- Physician's Comparability Allowance (PCA); (T5, T42)
- Physician's Special Pay (PSP); (T38)-Scarce Medical Specialty, Executive Responsibility, Exceptional Qualifications
- Step Increases (Pay Adjustments) (SES)
- Pay Adjustments (ST/SL)
- Rank Awards (SES)
- Performance Awards (SES)
- Performance Bonuses (T42, SBRS)
- Salary Increases Based on Performance (T42, SBRS)

Action	Conditions	Approval
Initial Appointments of Investigators (Tenure Track) (T42 209 g)	<ul style="list-style-type: none"> • $TC \leq GS-15/10$ (\$119,682) • Regardless of the difference between the current and proposed compensation 	IC Director
Initial Appointments of UNEMPLOYED selectee(s) (T5, T38, T42)	<ul style="list-style-type: none"> • Initial salary is $\leq \\$30,000$ above the salary the selectee received at any time during the last 52 weeks 	IC Director
Initial Appointments Conversions Promotions (T5, T38, T42)	<ul style="list-style-type: none"> • $TC \leq GS-15/10$ (\$119,682) • Discretionary cumulative increases $\leq \\$30,000$ within last 52 weeks 	IC Director
Initial Appointments Conversions Promotions (T5, T38, T42)	<ul style="list-style-type: none"> • $TC > GS-15/10$ (\$119,682) • Base salary $\leq \\$200,000$ 	Director, NIH
Initial Appointments Transfers, Reassignments (SES, ST/SL, SES; equivalent positions in other pay systems)		Secretary, DHHS
Initial Appointments (T42)	<ul style="list-style-type: none"> • When base salary $> \\$200,000$ 	Secretary, DHHS
SBRS Appointments SBRS Initial Salary	<ul style="list-style-type: none"> • $> EX-II$ (\$150,000): for outside hires and for federal employees whose current compensation is $< EX-II$ (\$150,000) (moving from another system to SBRS) 	Secretary, DHHS
SBRS Appointments SBRS Initial Salary	<ul style="list-style-type: none"> • $\leq EX-II$ (\$150,000) or $> EX-II$ (\$150,000) for federal employees whose current compensation is $\geq EX-II$ (\$150,000) (e.g. moving from another system) 	Director, NIH
Cumulative Discretionary Pay Increases	<ul style="list-style-type: none"> • $\leq \\$30,000$ within last 52 weeks provided TC remains $\leq GS-15/10$ 	IC Director

Action	Conditions	Approval
Cumulative Discretionary Pay Increases (except Performance Bonuses, Cash Awards, and Quality Step Increases)	<ul style="list-style-type: none"> • ≤ \$30,000 within last 52 weeks when TC is > GS-15/10 provided base salary remains ≤ \$200,000 	Director, NIH
Cumulative Discretionary Pay Increases	<ul style="list-style-type: none"> • > \$30,000 within last 52 weeks regardless of TC provided base salary remains ≤ \$200,000 	Director, NIH
Cumulative Discretionary Increases (T42)	<ul style="list-style-type: none"> • When base salary > \$200,000 	Secretary, DHHS
Performance Bonuses (T42, SBRs)	<ul style="list-style-type: none"> • > 10% not to exceed 20% of base salary 	Director, NIH
Performance Bonuses (T42)	<ul style="list-style-type: none"> • ≤ 10% of base salary • TC ≤ \$200,000 • Cumulative discretionary increases ≤ \$30,000 within the last 52 weeks 	IC Director
Performance Bonuses (SBRs)	<ul style="list-style-type: none"> • ≤ 10% • TC ≤ EX-I (\$166,700) • Cumulative discretionary increases ≤ \$30,000 within last 52 weeks 	IC Director
Recruitment Bonus Retention Allowance Relocation Allowance (T5, ST/SL, SBRs)	<ul style="list-style-type: none"> • Up to 25% of base pay • When TC is ≤ GS-15/10 • Approval by higher level IC official than the requesting official • Cumulative discretionary increases ≤ \$30,000 within last 52 weeks 	IC Director
Recruitment Bonus Retention Allowance Relocation Allowance (T5, SES, ST/SL, SBRs)	<ul style="list-style-type: none"> • Up to 25% of base pay • When TC is > GS-15/10 • Approval by higher level IC official than the requesting official 	Director, NIH
Recruitment Incentive Retention Incentive (T42)	<ul style="list-style-type: none"> • Up to 25% of base pay • When TC is ≤ GS-15/10 • Cumulative discretionary increases ≤ \$30,000 within last 52 weeks 	IC Director

Action	Conditions	Approval
Recruitment Incentive Retention Incentive (T42)	<ul style="list-style-type: none"> Up to 25% of base pay When TC is > GS-15/10 	Director, NIH
Reassignments Conversions Extensions (T5, T38, T42)	<ul style="list-style-type: none"> No change in total compensation 	IC Director
Renewals of Discretionary Pay (T5, T38, T42)	<ul style="list-style-type: none"> No change in % (rate) provided TC remains \leq \$200,000 	IC Director
Renewals of Discretionary Pay (SBRs)	<ul style="list-style-type: none"> No change in % (rate) of discretionary pay TC \leq EX-I (\$166,700) 	IC Director
Renewals of Discretionary Pay (SBRs)	<ul style="list-style-type: none"> No change in % (rate) of discretionary pay TC \leq EX-I (\$166,700) 	IC Director
Salary Increases Based on Performance (T42, SBRs)	<ul style="list-style-type: none"> When TC is \leq GS-15/10 Cumulative discretionary increases \leq \$30,00 within last 52 weeks 	IC Director
Salary Increases Based on Performance (T42, SBRs)	<ul style="list-style-type: none"> When TC is > GS-15/10 provided base salary remains \leq \$200,000 	Director, NIH
QSI		IC Director
Cash Awards (SES, ST/SL, SBRs)	<ul style="list-style-type: none"> \leq \$10,000 TC \leq EX-I (\$166,700) Cumulative discretionary increases \leq \$30,000 within last 52 weeks 	IC Director
Cash Awards (T5, T38, T42)	<ul style="list-style-type: none"> \leq \$10,000 TC \leq \$200,000 Cumulative discretionary increases \leq \$30,000 within last 52 weeks 	IC Director
Comparability Increases (T42, SBRs, ST/SL)		Director, NIH

